Ruodan Zhang

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Education

Indiana University-Bloomington
Ph.D., Public Affairs, expected June 2020.
Major Fields: Public Management, Public Policy Analysis
Minor Field: Nonprofit Management
Committee: Jill Nicholson-Crotty, Matthew Baggetta, Sean Nicholson-Crotty, Brad Fulton
Dissertation: "Three Essays on Nonprofit-Government Interactions and the Effects on Citizen Participation in the Public Sphere"

Indiana University-Bloomington
M.P.A., Policy Analysis, Nonprofit Management, May 2015.
Capstone Project: State Sustainability Index (Advisor: Diane Henshel)

The University of Hong Kong
Bachelor of Social Sciences, June 2012.
Majors: Politics and Public Administration, Philosophy
Research Internship: "Finding Partnership: a Case Study of Grameen Foundation USA's Attempt to Enter the Microfinance Industry in China"
Advisor: Helen K. Liu

Publications

Walk, M., **Zhang, R.** & Littlepage, L. (2018).
"Don't you want to stay?" The impact of training and recognition as HR practices on volunteer turnover. *Nonprofit Management & Leadership*, online first, DOI: 10.1002/nml.21344

Jung, H. & **Zhang, R.** (2017).
Impact evaluations in South Korea and China. *Asian Journal of Political Science*, 25:3, 328-349, DOI: 10.1080/02185377.2017.1373685

Non-refereed Report

Walk, M., Littlepage, L., **Zhang, R.**, Bowers, M., Harden, S., & Scott, C. (2017). *A Report on Volunteer Retention for the Boy Scouts of America, Crossroads of America Council.* Public Policy Institute, Indianapolis (IN).

Manuscript Under Review

Zhang, R. "Persistence in adversity: Why do protesters in China respond to state control differently?"

Works in Progress

Zhang, R. "Who speaks truth to power for nonprofit organizations?: The organizational choice between volunteers and paid staff in lobbying activities." —accepted for presentation at ARNOVA 2019

Zhang, R. & Brad Fulton. "Managing resources and legitimacy: The impact of leadership diversity on nonprofit survival." —accepted for presentation at Academy of Management Annual Meeting 2019; an earlier version was presented at ISTR 2018

Works in Progress	Zhang, R. & Marlene Walk. "Managing volunteer diversity." —accepted for presentation at PMRC 2019
	Zhang, R., Haohan Chen, & Jill Nicholson-Crotty. "Does government funding to public charities crowd out or crowd in volunteers?" —accepted for presentation at APSA 2019; an earlier version was presented at MPSA 2019 and ARNOVA 2018
	Henshel, D., Andrew Bredeson, Bennet Brabson, Jelling Lai, & Ruodan Zhang. "The Role of Energy and Environment in State Sustainability Indices." —presented at Western Economic Association International Conference 2017
Conference Presentations	"Managing diversity in volunteerism" with Marlene Walk. The Association of SPEA Ph.D. Students (ASPS) 19th Annual Conference. Bloomington, Indiana, February 15, 2019. Accepted for presentation at the 2019 Public Management Research Conference. Chapel Hill, North Carolina, June 14, 2019.
	"Does government funding to public charities crowd out or crowd in volunteers?" with Haohan Chen, and Jill Nicholson-Crotty. The Midwest Political Science Association (MPSA) 2019 Annual Conference. Chicago, Illinois, April 6, 2019. The ASPS 19th Annual Conference. Bloomington, Indiana, February 15, 2019. The Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference. Austin, Texas, November 17, 2018. Accepted for presentation at the American Political Science Association Annual Conference. Washington, D.C., August, 2019.
	"Persistence in adversity: Why do protesters in China respond to state control differently?" The International Society for Third-Sector Research (ISTR) 13th International Conference. Amsterdam, the Netherlands, July 13, 2018. ARNOVA. Austin, Texas, November 16, 2018.
	"Leadership diversity and organizational survival in a changing world" with Brad Fulton. ISTR 13th International Conference. Amsterdam, the Netherlands, July 12, 2018. The ASPS 18th Annual Conference. Bloomington, Indiana, February 16, 2018. Accepted for presentation at the 79th Annual Meeting of the Academy of Management. Boston, Massachusetts, August 11, 2019.
	"Who survives repression? Understanding mobilization and repression of environmental protests in China." MPSA. Chicago, Illinois, April 6, 2017.
	"Mobilization and repression of environmental protests in China." The ASPS 17th Annual Conference. Bloomington, Indiana, February 24, 2017.
	"A tale of two cities–The impact of market regulation policies on technology diffusion and network dynamics" with Arthur Lin Ku. The ASPS 17th Annual Conference. Bloomington, Indiana, February 24, 2017.
	"The role of energy and environment in State Sustainability Indices" with Diane Henshel, Andrew Bredeson, Bennet Brabson, and Jelling Lai. The Western Economic Association International 13th International Conference. Santiago, Chile, January 4, 2017.
	"Making volunteering decisions under constraints: A contingency approach to understanding episodic volunteering." ARNOVA. Washington, D.C., October 16, 2016.

Research Interests	Public and Nonprofit Management, Civic Participation, Volunteerism, Advocacy, Diversity, Public Policy Analysis
Teaching Interests	Public Management, Public Administration, Nonprofit Management & Leadership, Organization Theory, Statistics and Policy Analysis

Research

O'Neill School, Indiana University-Bloomington
Research Assistant: Brad Fulton, 2015-2017
Research Assistant: Anh Tran, 2015
Research Assistant: Haeil Jung, 2015

**Department of Politics and Public Administration,
The University of Hong Kong**
Research Assistant: Helen K. Liu, 2011-2012
Mapping Social Service Networks in Hong Kong

Teaching

O'Neill School, Indiana University-Bloomington
Instructor of Record, *V348 Management Science*,
Fall 2017, Spring 2018, Fall 2018, Spring 2019

Guest Lecturer, *V336 Management Concepts & Applications II*,
Fall 2017: "Introduction to the Nonprofit Sector"

Guest Lecturer, *N525 Management in the Nonprofit Sector*,
Fall 2017: "Ethics" (MPA-level)

Teaching Assistant to Sarah Larson, *K300 Statistical Techniques*
Spring 2014

Professional Experience

Associate, Yinzhou Women's Federation, Ningbo, China
May 2013 – July 2013

Project Associate, Teneo Strategy (Beijing Office), Beijing, China
November 2012 – January 2013
Planned and coordinated the Rockefeller Foundation's centennial event Global Health Summit "Dreaming the Future of Health for the Next 100 Years" in Beijing, China

Intern, Grameen Foundation USA (Hong Kong Office)
June 2011 – November 2011
Participated in the translation of the "Grameen Guidelines" and the creation of China's 1st Poverty Scorecard

Intern, World Vision International (Honghe Project Office)
June 2010 – July 2010

Awards and Fellowships	**Best Reviewer Award**, the Public & Nonprofit Division (PNP) The Academy of Management, 2019
	O'Neill Outstanding Teaching Award for Associate Instructor O'Neill School, Indiana University, 2019
	The Center for Social Impact Strategy Doctoral Fellow University of Pennsylvania, 2019
	American Political Science Association Conference Travel Grant APSA, 2019
	Departmental conference travel grants O'Neill School, Indiana University, 2016-present
	Diversity Scholars Award, ARNOVA, 2016-2017
	Summer Fellowship, O'Neill School, Indiana University–Bloomington 2016-2019
	Tuition Fellowship, O'Neill School, Indiana University–Bloomington 2016-2020
	Hatfield Resident Fellowship (Finalist), Portland State University, 2015
	HKU Worldwide Undergraduate Student Exchange Scholarship The University of Hong Kong (HKU), 2011
	Serena Yang Award, Faculty of Social Sciences, HKU, 2010
Professional Service	**Reviewer**, *Nonprofit Management & Leadership*, *PNP Division of the Academy of Management 2019 Annual Meeting*
	Professional Development Chair, 2017/2018 **Conference Committee**, 2016/2017 **Organizer**, Acting for Presentation Workshop Series, 2017 Association of SPEA Ph.D. Students, Indiana University
	Faculty Facilitator, Big Questions Program, Office of First Year Experience Programs, Indiana University, 2018
	Student Representative, Strategic Planning Committee, Division of Residential Programs and Services (RPS), Indiana University, 2018-2019
	Vice President, 2017-present **Treasurer**, 2014-2017 Apartment & Family Student Council, Indiana University
	Treasurer, Apartment Community Council, RPS, Indiana University, 2016-2017 **Treasurer**, Student Staff Development, RPS, Indiana University, 2016-2017

Professional Service	**Reviewer**, Grameen Foundation Fellowship Review Committee, 2013
	Co-founder, Rights & Interests Committee, CSSAUD, HKU, 2010-2011
Professional Memberships	Association for Research on Nonprofit Organizations and Voluntary Action
	Public Management Research Association
	The Academy of Management
	International Society for Third-Sector Research
	American Political Science Association
	Midwest Political Science Association
	Association of Public Policy Analysis and Management
Languages and Skills	Chinese (native), Cantonese (proficient), English (proficient)
	R, Qualtrics, SAS, Stata, LaTeX

References

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